



USAP SAHPR Report

Key Findings



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Introduction

Team LDSS launched initial needs assessment efforts in April 2021. The proposed implementation plan followed thereafter. The team set out to identify and assess the current state of sexual assault and sexual harassment prevention and response mechanisms in the USAP, and to make recommendations for change. Below is a brief summary of our key findings. You can read the full Sexual Assault/Harassment Prevention and Response (SAHPR) Final Report on the NSF website here: <https://www.nsf.gov/geo/opp/documents/USAP%20SAHPR%20Report.pdf>

Summary of Key Findings: Response

Effective response is grounded in trauma-informed, survivor-centered approaches that create individual and systemic responses to sexual misconduct. Effective response systems encourage reporting of sexual assault and sexual harassment, hold those who cause sexual harms accountable, respect victim privacy and survivor confidentiality, support survivor access to services, ensure informed decision-making, and promote survivor (and community) healing and recovery.

The complex and unique nature of the multi-jurisdictional conduct policy enforcement mechanisms across USAP creates gaps that hinder current response and prevention efforts. Overall, findings suggest the current response systems to be inadequate and points to a significant mistrust of Human Resources by the ASC contract workforce because of their lack of appropriate response to sexual harassment and sexual assault. The following findings assess the current state of sexual harassment and sexual assault in the USAP and related response systems.

Finding #1: Sexual Assault, Sexual Harassment, and Stalking Are Problems in the USAP Community. Analysis of needs assessment data showed that many USAP community members believe that sexual assault, sexual harassment, and stalking are problems in the USAP.

Finding #2: There Is a Lack in Trust in ASC Human Resources. ASC contractors and subcontractors reported they do not trust their human resources (HR) departments when it comes to addressing sexual assault and sexual harassment. Interviewees frequently shared their perceptions that victims were not encouraged to report and were actively discouraged from doing so.

Further, a notable number of community members perceive that contractor and subcontractor human resource departments are dismissing, minimizing, shaming, and blaming victims who report sexual harassment and sexual assault.

A significant number of community members also believe that contractor and subcontractor human resources departments retaliate against victims and those who support them.

Finding #3: NSF Lacks Adequate Reporting and Response Systems. While NSF has taken actions to provide greater clarity of expected behavior and oversight of contractor, subcontractor, and grantee responses to sexual misconduct, NSF does not yet have systems in place to ensure that it is appropriately informed of and responsive to incidents of sexual assault and sexual harassment within the USAP community. For a variety of historical, institutional, and structural reasons, NSF is not informed as to the frequency, scope, severity, or outcomes of incidences of sexual assault and harassment that occur within the USAP.

Finding #4: Sexual Misconduct Is Not Perceived as a Safety Issue, Leaving Alcohol Misidentified as the Primary Culprit for Sexual Misconduct. Workplace safety is viewed as a singular priority and training on safety-related issues is routine. Safety violations are grounds for immediate discipline and re-training. Yet in interviews and focus groups, it was clear that sexual assault and harassment are not viewed as workplace safety issues. Further, key informant interviews made evident that senior administration felt alcohol was the sole or most significant contributing factor to many safety and violence issues on-ice. Because of a lack of awareness of the scope of sexual misconduct, sexual assault and harassment are not framed as safety hazards and therefore do not elicit similar attention or response.

Summary of Key Findings: Prevention

The prevention section of the *Needs Assessment Report* identifies four components that are integral to the success of prevention efforts in the USAP: (1) Leadership Support, (2) Infrastructure, (3) Education, and (4) Engagement. The team analyzed gaps and assets across key indicators of each component. The following are key findings across those core components.

Finding #5: Leadership is Committed to Addressing Sexual Assault and Sexual Harassment. Existing assets that can be leveraged to strengthen leadership buy-in include broad agreement that sexual assault and sexual harassment need to be addressed, illustrated by this response from a key-stakeholder, "I'm very invested in this. This is ultimately the most important thing I can do is develop a system to create a better culture down here. I'll make time and I want to be more involved."

Finding #6: Trust of Leadership Response to Sexual Assault and Sexual Harassment is Low. Lack of trust in leadership is significant. Leadership has not earned the most basic level of trust for more than one fourth of survey

respondents who reported not believing or not knowing if the organization for which they work cares if they are safe. The percentage rises considerably for groups that are often marginalized and/or in lower-status positions, including gay and lesbian community members, seasonal employees, younger workers, those who earn less, and women.

Finding #7: There is Low Consensus Among Leadership that Sexual Assault and Sexual Harassment are Significant Problems. Only 23% of leadership (defined by older, higher salaries, and higher-status positions) agree or strongly agree that sexual assault is a problem and 40% agree that sexual harassment is a problem.

Finding #8: There are Early Indicators of Initial Progress Toward Creating a Healthy Climate. Despite significant gaps, there are early indicators of initial progress towards creating a healthy climate. A large majority of those in high-status positions believe prevention is possible and they have a role to play. Further, despite a deep lack of trust in leadership regarding these issues, a large minority (over 40%) still believe positive strides are being made and leadership is doing their best.

Finding #9: Infrastructure Dedicated to Prevention Is Nearly Absent. Data collected suggests overall infrastructure dedicated to prevention to be nearly absent. Existing infrastructure, including staffing, funding, policies, and collaboration is almost entirely focused on response rather than prevention.

Finding #10: There is Not Effective Prevention Training and Evaluation is Lacking. Input from surveys and focus groups indicate that the content currently provided in training is not useful, the training is poorly timed and inadequately tailored, and the delivery is extremely ineffective, sometimes to the point of alienating participants.

Finding #11: Despite Insufficient Opportunities Provided for the USAP Community Members to Engage in Prevention Efforts, there is Significant Motivation to Engage. There are negligible (or no) organized opportunities to engage the USAP community in prevention efforts. Further, there are insufficient opportunities for community members to learn the basic skills necessary to engage in prevention activities outside the scope of an organized activity or event. However, there is broad consensus that these issues are important to address, and prevention is possible. These core beliefs are significant assets that can be leveraged to increase engagement.